operations are done daily I am afraid if this Doctor is continued even for a moment there, instead of doing family planning operation he may do some other operation.

10.00 A.M.

Sri H. SIDDAVEERAPPA.—I do not concede that he is a mental patient because there is no such report before me. It looks as though he has got some abnormalities. I am awaiting for further report in this behalf. However, that Doctor will be transferred from that place immediately and a Lady Doctor in his place will be posted there.

Sri M. S. KRISHNAN.—The Hon'ble Minister stated that the Doctor has some abnormalities. Whether it is physical or mental ?

Sri H. SIDDAVEERAPPA.—I said it looks as though he has got some abnormalities.

ಶ್ರೀ ಕೋಣಂದೂರು ಲಿಂಗಪ್ಪ.—ಆ ಡಾಕ್ಟರ್ ನಮ್ಮ ಊರಿನಲ್ಲಿ ಇದ್ದವರು. ಅವರ ಬಗ್ಗೆ ನನಗೂ ಸ್ವಲ್ಪ ಗೊತ್ತಿದೆ. ಆ ಡಾಕ್ಟರ್ ನಮ್ಮ ಊರಿನಲ್ಲಿ ಇದ್ದಾಗ ಯಾವಾಗಲೂ ಚಾಕು ಇಟ್ಟು ಕೊಳ್ಳುತ್ತಿದ್ದರು. ಅವರನ್ನು ಸ್ವಲ್ಪ ಮಾನವೀಯತೆ ದೃಷ್ಟಿಯಿಂದ ನೋಡಬೇಕು. ಬೇಕಾದರೆ ಕಂಪಲ್ಸರಿ ರಿಜ್ಯೆರ್‌ಮೆಂಟ್ ಮಾಡಿದರೂ ಒಳ್ಳೆಯದು ಎಂದು ಹೇಳುತ್ತೇನೆ.

ಅಧ್ಯಕ್ಷರು.—ಅವರು ಫರ್ದರ್ ರಿಪೋರ್ಟ್ ಕಾಲ್‌ಫಾರ್ ಮಾಡಿದ್ದೇವೆ ಎಂದು ಹೇಳಿದ್ದಾರಲ್ಲಾ. ಆ ರಿಪೋರ್ಟನ್ನು ಅವೈಟ್ ಮಾಡುತ್ತಿದ್ದಾರೆ.

Sri K. PRABHAKAR.—The Hon'ble Minister being a lawyer it is not proper to make an experiment by posting that Doctor who is stated to be having some abnormalities to any other place. Let the Doctor become alright for some time. He may as well be posted to some records section where he could do some statistical work or he could be granted leave for some time. If you transfer him to some other place then also it would be troublesome for the people of that area and the same complaints will be received from the public. Therefore I submit that transfer is not a sufficient remedy.

Sri H. SIDDAVEERAPPA.—I will bear the suggestion in mind.

Madam SPEAKER.—Now we shall take up the next call attention notice.

(ii) *re : Hardship caused to the industrial workers due to lockout in H.M.T.*

Sri M. S. KRISHNAN (Malleswaram).—I call the attention of the Hon'ble Minister for Labour to the hardship caused to the industrial workers due to lock-out in H.M.T.

Sri AZEEZ SAIT (Minister for Labour).—I state as follows:

1. There are three registered Trade Unions in H.M.T. Ltd., Bangalore, *viz.*, H.M.T. Karmika Sangha (Affiliated to INTUC), H.M.T. Employees Association (Affiliated to AITUC) and H.M.T. Mazdoor Sangha (Affiliated to Bharatiya Mazdoor Sangh). Of these three, the H.M.T. Karmika Sangha has been recognised since 1961 under the Code of Discipline in industry. In the year 1968, the H.M.T. Employees Association applied for recognition on the plea that it enjoys majority support. Accordingly, verification of membership was undertaken by the Implementation and Evaluation Authority. The verification went on for quite some time since the procedure involved was time-consuming and depended upon the collection of facts and material from the Trade Union involved in this matter. This question was placed before the State Industrial Relations Implementation and Evaluation Committee from time to time and ultimately on 4th October 1972 it resolved as follows:—

> "The Committee after going into the subject in great detail and after having regard to the changed situation decided that the matter be closed and statusquo maintained. However, the Unions would be free to make fresh applications for recognition if they so desire".

As a result of the inter-union rivalry, there was serious labour trouble in the H.M.T. resulting in the Management declaring a lock-out on 8th September 1972. A meeting of all the registered Trade Unions was called in the Chambers of the Labour Minister on 29th September 1972 to discuss the above situation and to ensure the lifting of the lock-out. During the above meeting the representatives of the HMT Karmika Sangha which is the recognised Union refused to participate. However they assured that they would abide by the Code of Discipline to maintain peace and discipline. in their representation, dated 20th September 1972, addressed to the Minister for Labour. However, after considerable discussion, a settlement was brought about between the representatives of the Management, the HMT (EA) and HMT Mazdoor Sangh agreeing to the lifting of the lock out from 22nd September 1972. According to the above settlement the Management lifted the lock-out and working commenced from the above date.

Inspite of the assurances given by the Unions, to maintain discipline and to give maximum production, it is reported that acts of indiscipline were on the increase and there were complaints and counter-complaints by rival Unions, leading to consequential loss of production.

In accordance with the understanding arrived at the discussions before the Labobur Minister on 20th September 1972, the Management met the representatives of the HMT (EA) on 9th October

to discuss the problems relating to their members. The representatives of the Karmika Sangha are reported to have resented the Management's meeting the representatives of the Employees Association. A second meeting with the representatives of the HMT (EA) was convened on 9th November 1972. Even during this meeting the representatives of the Karmika Sangha are reported to have prevented the General Manager from attending the above meeting and resorted to violence which resulted in damage to company's property and threat to the lives of the negotiating parties. Despite the above violence and disturbance, the General Manager went ahead with the meeting with the necessary police bandhobust. In consequence of the above incidents the Management suspended 8 workrs and charge-sheeted 16 others who were membebrs of the Karmika Sangha.

On 10th November 1972, the situation worsened right from the commencement of the first shift. It is reported that a group of 200 employees belonging to the Employees Association went round the factory assaulting workers and also the members of the Karmika Sangha. Even the Supervisory staff was stopped from entering the factory. During the above incident, more than 30 employees inclusive of 4 Supervisory staff were injured and were treated in the HMT Hospital. For these acts of violence the Management has suspended 31 workers and charge sheeted 31 others belonging to the HMT (EA).

In view of this explosive situation, there was no alternative for the Management but to declare a lock-out with effect from 10th November 1972. Further the Management has withdrawn the facilities granted to the recognised Union and also the facilities agreed to be accorded to the representatives of the HMT (EA).

During this period of lock-out it is reported that there htve been violent activities in the HMT Colony by members of both the groups. In one instance an Ambassador Car and a Scooter were seized by the Police which were alleged to be carrying deadly weapons. From this it is clear that inter-union rivalry had taken a very ugly turn endagering the lives of inhabitants of th HMT Colony.

I have had discussions with the Management regarding the lifting of the lock-out. The Management is prepared to lift the lock-out with immediate effect provided there is a positive assurance from all the parties concerned who are involved in violent activities, that they would maintain discipline, peace and production without resorting to violence as in the past.

It is also reported that the workmen in general are anxious to get back to work and not interested in the inter-union rivalry. In fact this Union rivalry has come in the way of the settlement of the bonus issue even though the Management is keen on paying 8 1/3 per cent minimum bonus pending adjudication of the bonus

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dispute now pending before the Industrial Tribunal, Bangalore. Further, these employees, feeling helpless due to this inter-union rivalry have formed a separate union called the HMT Youth Workers Union which is reported to have been since registered under the Trade Unions Act.

The present situation appears to have been created by a section of interested persons representing the various Trade Unions already operating in the Industry. If the above representatives were to assure discipline, peace and production, immediate steps would be taken to call all the parties in connection with the liftng of the lock-out and resumption of work with immediate effect.

Sri M. S. KRISHNAN.—This statement which has been submitted by the Hon'ble Minister has completely alleged the Trade Unions for the inter-union rivalry and given a clean chit to the Management as though the Management is not at all in the picture and it was very very keen on doing everything. I am really very sorry that such a statement should have been given by the Minister because I do not know whether he has gone into all aspects of the case. The fact is, even on 9th when the discussions were taking place the Management did not give sufficient protection to members who were negotiating including myself—I was also a party to it. They did not even called the police. A section of the Management in collusion with the Karmik Sangh has done all these things. If they had taken action on the 9th itself, then the 10th incident would not have happened. I throw a challenge to the Minister if he is prepared to conduct an impartial enquiry in the entire affairs in H.M.T. I am prepared to face any enquiry; let the guilty person be punished. If I am guilty I am prepared to face it. Is the Hon'ble Minister prepared to conduct an enquiry and punish others also ?

Sri AZEEZ SAIT.—I am not here to take challenges or throw challenges. The statement is factual. I have not added a word more or a word less. Hon'ble Member Sri Krishnan will agree that when he was in the meeting with the General Manager—I have stated in my statement—that a section of workers of Karmik Sangh did try to prevent the meeting inspite of the fact that the General Manager went through the meeting and it is a fact that Sri Krishnan was in the meeting with the General Manager till 2.00 A.M. that day. It is also a fact that in the beginning when the workers started preventing the meeting, the General Manager had to come down and police was also called and Sri Krishnan was requested to come and address the workers. Sri Krishnan went outside the building, stood on the compound wall, addressed the workers and advised the workers to come and resume work. After that Sri Krishnan went to the meeting again. Sri Krishnan knows all

about this. Both the groups, *viz.*, the Karmik Sangh and the H.M.T. (EA) are accusing the management as though the Management was responsible for the unfortunate trouble in the factory. Sri Krishnan is now trying to show further proofs and strengthen my statement that inter-union rivalry still exists. Until both the groups come forwar and give an assurance of peaceful activities and work in the factory, the Management cannot risk on the lives of the workers and property of the factory.

Sri M. S. KRISHNAN.—The Hon'ble Minister again made a statement glossing over certain facts. Is it not a fact that on the 9th when this meeting took place the Police were not at all told about it ? Is it not a fact that when the meeting was taking place, even though we requested the Personnel Manager—we saw some of these people with deadly weapons—to see some action was taken—no action was taken. The statement is based upon half-truths and we cannot accept it.

Madam SPEAKER.—The Hon'ble Member may not accept it !.

Sri M. S. KRISHNAN.—The Minister is in possession of all the facts. As he has stated, he is having the police report, the report of the Management and his own report. I am asking whtther these are all facts or not ? I totally agree with some facts. But prior to that the Police were not informed and nobody came. Is it not also a fact that the Management assured then and there that those responsible for such violence would be suspended ? It is a fact that because they were not suspended the troubble took place on the 10th. Why the Minster is hiding all these things ?

Sri AZEEZ SAIT.—Madam Speaker, I am very sorry a seasoned labour leader Sri Krishnan to force me to say something, which I am not prepare to say. I have stated that I have not added a word more or less. Hon'ble Member is aware that he wanted to meet the management and the Management said that particularly in Bangalore an unfortunate incident had happened in recent days and the Police is very busy, we cannot have a meeting now and we will postpone the meeting to 11th or 12th. The Hon'ble Member said that he does not require protection of police and he insisted that the meeting should take place on the 9th. The Management had no other alternative, but to accept it, and hold the meeting on the 9th. The management could intervene when it was necessary. It was stated that the Hon'ble Member was assaulted. I completely disagree ; he was not assaulted. A piece of glass came to his cheek and there was a scratch. The Security staff prevented other members coming in. The management have taken action promptly suspending six members and charge-sheeting them. But this trouble started at 5-30 A.M. in the morning even before the General Manager or the staff could come into the factory. After all they are human beings. If violent activities inducted into the industry what would be the

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fate of the industry of the conutry? It is a public sector and they have to co-operate with the public sector. It is their own money and they cannot damage the industry like this. There is loss of Rs. 40 lakhs on account of the inter-union rivalry in this industry.

Sri M. S. KRISHNAN.—The Minister cannot make a statement like this and get away.

Madam SPEAKER.—This is a call-attention motion. The Hon'ble Member cannot convert it into a Question Hour.

Sri M. S. KRISHNAN.—My point is, certain matters are to be clarified.

Madam SPEAKER.—We are guided by the rules. Let us go to the next subject.

Sri C. M. ARUMUGAM.—Madam Speaker, please permit me—I want a clarification from the Minister for Labour.

Transfers in P.H.E. Department.

Sri H. S. SIDDAPPA.—Officials in the P.H.E. Department are being transferred and they are being relieved enmass.

Sri M. S. KRISHNAN.—One clarification Madam Speaker.

ಅಧ್ಯಕ್ಷರು.—ಮಾನ್ಯ ಸದಸ್ಯರು ಕಾರಿಂಗ್ ಅಚೆನ್‌ಷನ್ ನೋಟಿಸ್ ಕಳುಹಿಸಿದರು, ಮತ್ತು ಅದರ ಬಗ್ಗೆ ಕ್ಲಾರಿಫಿಕೇಷನ್ ಏಫಿಕೆಷ ಕೇಳಿದರು. ತಾವು ಇದನ್ನು ಪ್ರಶ್ನೋತ್ತರ ವೇಳೆಯಾಗಿ ಪರಿವರ್ತಿಸಬೇಡಿ.

Sri H. S. SIDDAPPA.—Enmass they are being relieved; they do not get houses food, water, etc.

Madam SPEAKER.—It is an administrative question. The Hon'ble Member will please resume his seat.

Sri H. S. SIDDAPPA.—Only from Mysore district they are posting.

ಅಧ್ಯ ರು.—ಮಾನ್ಯ ಸದಸ್ಯರು ಕಾಗದ ಕಳುಹಿಸಿದರೆ ಭೂಮಂತ್ರಗಾಳಿ ಮಾಡುವುದ ಕ್ಕಾಗುತ್ತದೆಯೇ ?

ಶ್ರೀ ಎಚ್. ಎಸ್. ಸಿದ್ದಪ್ಪ.—ಭೂ ಮಂತ್ರಗಾಳಿ ಮಾಡಿ, ಒಂದೇ ಡಿಸ್ಟ್ರಿಕ್ಟ್‌ನಿಂದ ಒಂದೇ ಇರಾಪೆಯಿಂದ ಪಿ. ಎಚ್. ಇ. ಡಿಪಾರ್ಟ್‌ಮೆಂಟಿನಿಂದ 50 ಜನ ಅಫಿಷಿಯಲ್ಸ್ ರಿಲೀವ್ ಮಾಡಿಬಿಟ್ಟು ಗುಲ್ಬರ್ಗಕ್ಕೆ ಹಾಕಿಬಿಟ್ಟಿದ್ದಾರೆ. ಹೀಗಾದರೆ ಅವರು ಜೀವನ ಮಾಡುವುದು ಹೇಗೆ ? ಅವರ ಹೆಂಡತಿ ಮಕ್ಕಳ ಗತಿ ಏನು ?

H.M.T. Lock-Out Affairs and Absence of the Minister

Sri M. S. KRISHNAN.—The Hon'ble Minister for Labour is going away from the House.